

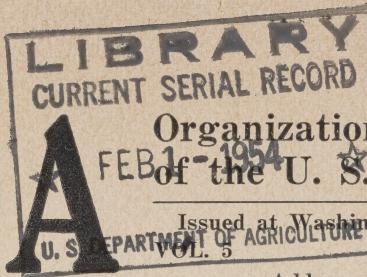
## Historic, archived document

Do not assume content reflects current scientific knowledge, policies, or practices.



# OPEDA

(ORGANIZED IN 1929)



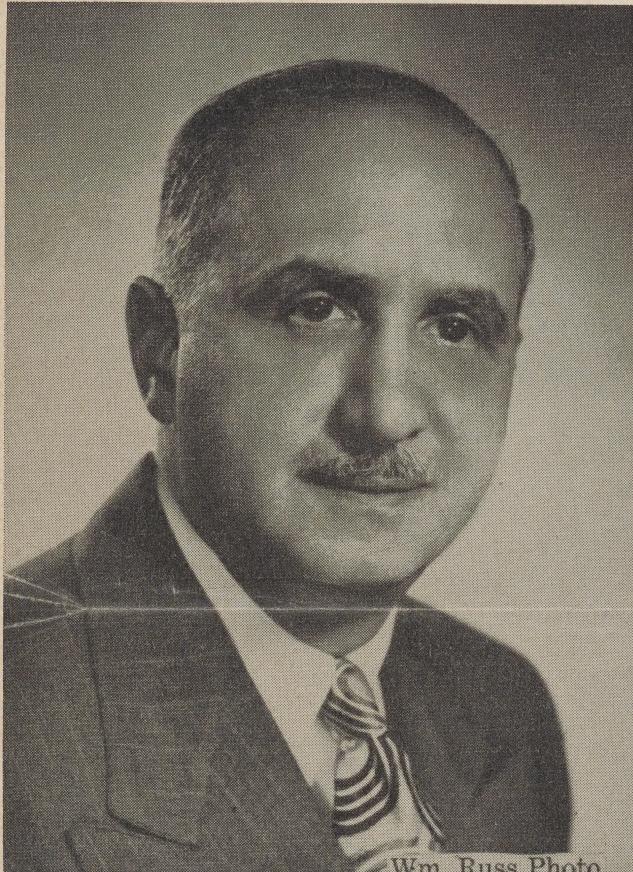
Organization of Professional Employees  
of the U. S. Department of Agriculture

Issued at Washington, D. C., Each Quarter of Calendar Year  
SEPTEMBER, 1953

NO. 3

Address P. O. Box 381, Washington 4, D. C.

## KAPLAN SEEKS FAIR TREATMENT FOR RETIREES



Wm. Russ Photo

H. ELIOT KAPLAN

## Annual Leave in Excess of 30 Days Must Be Taken by 1963

Public Law 102, passed by the last Congress, requires that the amount of annual leave accumulated be reduced to 30 days, or 45 days in the case of employees outside of the U. S., within a reasonable number of years.

On July 30, OPEDA expressed to Secretary Benson its recommendations for the plan to be followed in this Department in reducing the amount of accumulated leave to 30 days. The plan recommended contemplated that the reduction would be effected during a 10-year period, at the rate of 10 percent of the excess leave each year. It was further suggested that the plan permit personnel to use excess leave for educational purposes. The Secretary's office, in reply, stated that our recommendations were met in the plan and policy adopted by the Department.

USDA has determined that a reasonable period for the reduction of accumulated annual leave is 10 years. The head of each agency in the Department has been asked to recommend a plan by September 15, 1953, that would

H. Eliot Kaplan, Chairman of the Committee on Retirement Policy for Federal Personnel, was introduced as the speaker at our June luncheon meeting by Mr. Sherman, Chairman of our Economic Committee. Mr. Sherman pointed out that a large number of bills on retirement had been introduced in this Congress but that all are awaiting completion of the thoroughgoing study of Federal retirement problems that is being made by the Kaplan Committee. We are indebted to Mrs. Meyer, OPEDA's own office secretary, for making notes and reporting accurately on the many interesting and instructive remarks of Mr. Kaplan.

### Getting Acquainted

Mr. Kaplan modestly said that Mr. Sherman's somewhat complimentary introduction reminded him of the story told of Mr. Goldberg, of whom it was said he had made a million dollars in the cloak and suit business in Chicago. On his return to his home a few years later Mr. Goldberg was listening to the congratulations of his friends. He told them that their information was only approximately accurate—that his business had been in St. Louis instead of Chicago, that it was a men's tailoring business instead of cloak and suit, and that he hadn't made a million dollars—he had lost it!

He then told the group that on his plane trip coming into Washington he was wondering just what the chairman of such a committee as his should tell a group like OPEDA, adding that this was the first such group to which he had talked since his appointment. He said he felt the need for a Bible and found one on the plane, in the front of which there had been written, "If you are lonely and feel perplexed turn to Ecc. 15." Further on was written, "If you are weary of heart turn to Genesis 9." On the last line was written, "If you still don't know what to do call Main 4000 and ask for Mabel!" (He added that this was what "Mabel" had told him to tell us.) He said also that he hoped our group would appreciate the fact that what he was saying today was entirely on his own responsibility as the members of his committee did not know he was here; also that he was not going to say

(Continued on page 2)

provide for an orderly, progressive reduction of leave according to the following standards:

1. Not less than a 30 percent reduction by the end of Leave Year 1956 of the total excess annual leave which employees had at the beginning of the 1954 Leave Year.
2. Not less than a 60 percent reduction by the end of Leave Year 1959 of the total excess annual leave which employees had at the beginning of the 1954 Leave Year.
3. 100 percent reduction of the total excess annual leave for all employees by the end of Leave Year 1963.

(Continued on page 6)

## Aid for RIF'd Career Workers

The U. S. Civil Service Commission today emphasized that agencies and laid-off career workers have important responsibilities under the new separated career employee program. The plan was recently established to facilitate the reemployment by the Government of competent and experienced career employees discharged during reductions in force.

Pointing out that adequate machinery to make the plan work efficiently has now been set up, the Commission had suggestions for both agencies and laid-off career employees as to their part in the program.

**KAPLAN**—(Continued from p. 1)  
very much to please the group but was going to leave us somewhat in the dark as to what actually his committee was going to accomplish.

#### The Committee's Job

Mr. Kaplan said he had told the Congress that they should pray for his committee as he thought no one realized the complexities of the program that had been presented to them; also that they don't know yet if they will be able to bring about what the Congress has hoped, but that the time for completion of their work has been extended to June 30, 1954. His group is to make a study of the relationship of salary schedules that have been determined over the years for the Federal service and the role they have played in the retirement benefits; also of every phase of the retirement subject for Federal employees. The first task of the committee is to compare the 13 basic pension systems in the Government and about 10 others of one kind or another; they will also make a study of comparative pension systems, of other public pension systems, and are to bring all factual material up to date.

**THEY WISH TO MAKE SURE THAT ANY RECOMMENDATIONS THEY MAKE TO CONGRESS ARE BASED ON FACT AND NOT ON ANY PRECONCEIVED NOTIONS, THAT THE PROBLEMS BE APPROACHED OBJECTIVELY AND IMPERSONALLY; NO ONE ON THE COMMITTEE HAS AN AXE TO GRIND OR TO DO OTHER THAN FURNISH CONGRESS WITH THE FACTS. THEY WISH ALSO TO LEARN WHY CERTAIN BENEFITS HAVE BEEN GRANTED TO SOME GROUPS AND NOT TO OTHERS, AND WHETHER OR NOT THESE BENEFITS ARE JUSTIFIED. THE COMMITTEE REALIZES THAT IT IS NOT SOLELY A MATTER OF DOLLARS AND CENTS, BUT OF SENSE AND EQUITY.**

#### Civil Service vs. Social Security

Here Mr. Kaplan mentioned certain areas in which comparative studies are to be made, one of which is that involving relationship of Civil Service benefits to Social Security. HE SAID THAT ORIGINALLY HE WAS AMONG THOSE WHO THOUGHT THAT IT SHOULD NEVER BE EXTENDED TO PUBLIC EMPLOYEES, BUT THAT HIS EXPERIENCE IN STUDYING RETIREMENT AND PENSION SYSTEMS CONVINCED HIM THAT SUCH FEARS AS HAVE BEEN LATELY EXPRESSED ARE ENTIRELY GROUNDLESS. ALSO THAT "WE NEED NOT FEAR THAT SOCIAL SECURITY BENEFITS WILL SUPERSEDE FEDERAL OR OTHER PUBLIC PENSIONS. WHAT I AM PERSONALLY CON-

CERNED ABOUT, AND AM HOPEFUL I CAN PERSUADE THE COMMITTEE TO AGREE WITH ME ON, IS POSSIBLE COORDINATION OF THE SOCIAL SECURITY AND PENSION SYSTEMS SO AS TO AS-SURE AT LEAST THE MINIMAL BENEFITS PROVIDED BY SOCIAL SECURITY AND THEN TO SUPER-IMPOSE ON THAT MINIMUM SUCH PENSIONS AS THE PUBLIC JURISDICTIONS CHOOSE TO GRANT.

#### Retirement Philosophy

"My own philosophy is based on an understanding of our ideal sought when first advocating pensions in public service. When we (civil service merit system advocates) found people on payrolls tottering on their feet it was not humane to tell them to 'get out' without providing some reasonable means of at least partial support." Here Mr. Kaplan told of some of the difficulties that had been encountered when the Federal pension system was first established. The public generally, as well as organized Civil Service groups, had to be con-

vinced that it would be cheaper in the long run to retire people on half pay on reaching a certain age, funding it over a period of time, than for the taxpayer to continue to pay full salaries to those who were no longer qualified to work.

In reminding his audience that the basis for retirement pay was not only superannuation but reward for long years of service, paid in part by employer and employee, Mr. Kaplan said, "But Social Security is not that; the philosophy behind it is only a minimum of protection or assistance for all alike, and it is not based on reward for long faithful service. In your public pension system you are contributing to a pool or reservoir of your own, whereas in Social Security you are paying into a common pool money you may never live to get back. The two plans can exist side by side. **IN MY OPINION, THE GOAL THAT SHOULD BE SOUGHT BY PUBLIC EMPLOYEES IS NOT TO CHALLENGE THE PROPRIETY OF SOCIAL SECURITY COVERAGE, BUT TO BRING ABOUT COORDINATION OF SOCIAL SECURITY AND**

(Continued on page 5)

## Professional Committee Proposes Revised Code of Ethics

A Code of Ethics was adopted by OPEDA in January 1949. In the March 1953 issue of the OPEDA newsletter this code was printed and reference was made to the value of a review of the code. A subcommittee has reviewed this code for the Professional Committee of OPEDA.

The Code of Ethics sets a high standard—one to which all true Americans can subscribe. If all men everywhere, in Government and out, lived by such standards both public and private business would be the better for it. Furthermore, this code promotes the principle that the Career Service should be of the highest caliber and integrity, that it should not be made the football of partisan politics, but that it should be continually strengthened as an integral part of the brain, muscle, bone, and sinew of the Government of the United States.

However, the present statement of the code is rather long and contains some repetition. The subcommittee recommends that the code be stated as concisely as possible and that it be printed on the back of the membership card. Two revised statements of the code are given for your reaction.

Do you like them?

Possibly you can word the code still more concisely and pointedly. Please let us have your reactions by dropping a note to Cannon C. Hearne, FAS, Chairman of the Subcommittee on Professional Conduct, at Room 5938, South Agriculture Building.

#### Revision No. 1

##### The Code of Ethics of OPEDA

**BASIC OBJECTIVE:** Service to the American people rendered efficiently and impartially

1. Loyal to the Government of the United States beyond question.
2. Support those in superior management positions without reservation.
3. Treat coworkers with consideration and fairness.
4. Honest to a fault in matters of public trust.
5. Continuously seeking to improve professional competence.
6. Alert to new ideas and better practices.

#### Revision No. 2

##### The Code of Ethics of OPEDA

#### BASIC OBLIGATIONS

##### TO THE AMERICAN PEOPLE:

Courteous, efficient, and impartial service.

##### TO OUR GOVERNMENT:

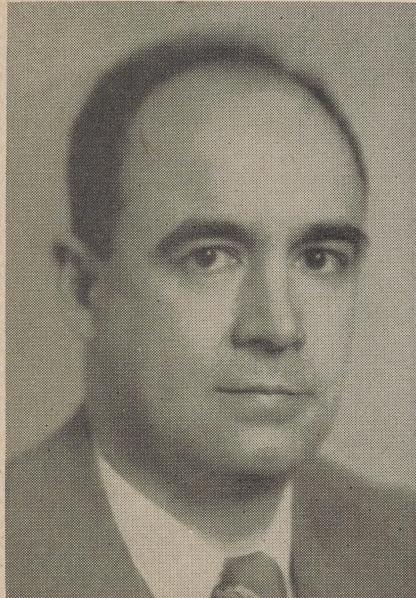
Loyalty, faith, and full measure of devoted service.

##### TO OUR ASSOCIATES:

Courtesy, fairness, freedom of expression, moral support, opportunity, and recognition.

# Roberts Named Administrative Secretary of Agriculture

Secretary Benson announced September 1 the appointment, with the approval of the President, of Ralph S. Roberts as Administrative Assistant Secretary of Agriculture. He suc-



RALPH S. ROBERTS

ceeds Richard D. Aplin, who has resigned.

The position, which is under the classified civil service system, is that of chief administrative officer for the Department. Under it come the work of the Offices of Budget and Finance, Personnel, Information, Plant and Operations, Library, and Hearing Examiners.

The new Assistant Secretary brings to his new position a long experience in both Federal and international Government agencies. He has been Director of Finance and Budget Officer of the Department since 1949 and for five years before that was Assistant Director of Finance. He came to the Department in 1941 and served until 1944 in fiscal management and budget work. From 1935 to 1941 he was assistant to the controller of the Home Owners Loan Corporation. From 1928, when he entered the Government service, until 1935, Mr. Roberts had varied experience including clerical, administrative, and supervisory work in the D. C. Juvenile Court, Veterans Administration, Federal Bureau of Investigation, Department of Labor, and the Home Owners Loan Corporation.

Since 1949 Mr. Roberts has been active as a financial adviser in connection with the work of the Food and Agricultural Organization of the United Nations. He attended the 1949, 1950, and 1951 conference of the FAO as a member of the U. S. Delegation and served as the U. S. spokesman on fiscal and administrative matters. He has been a member of FAO's Committee on Financial Control for the past 5 years, and for the last two years has been unanimously elected chairman of the committee by an 18-member international council which selects the committee.

Mr. Roberts was born in Lehi, Utah, November 30, 1905. He attended the University of Utah and George Washington University where he specialized in economics and business administration. He is a graduate of George Washington Law School with an LL.M. degree.

## The Legislative Situation

### L. T. Mahurin, Executive Officer

The 1st session of the 83d Congress adjourned on August 3, 1953, having enacted 515 public and private laws. While all of these laws are of general importance to all of us there were only a few of special interest to members of OPEDA. A brief digest of these and comment, when appropriate, follow:

#### Daylight Saving Time

Public Law 22, approved April 28, 1953, authorizes the Board of Commissioners of the District of Columbia to establish daylight saving time each year, commencing not later than the last Sunday of April and ending not later than the last Sunday of September each year. It is intended that this will put an end to the uncertainty that has prevailed for many years as to whether employees in Washington, D. C., will or will not be on daylight savings time. Heretofore Congress has had to act on legislation and controversy has sometimes delayed ac-

tion, causing general confusion and inconvenience for all concerned.

#### Extension of Reorganization Act

Public Law 2, approved February 11, 1953, extended the termination date for the submission of reorganization plans to Congress to April 1, 1955, and permits passage of disapproving resolutions by simple majorities of either House (was by majority of authorized membership). Under this extension, the President has issued several reorganization plans, No. 2 of which covered the Department of Agriculture.

#### Retirement Policy for Federal Personnel

Public Law 54, approved June 6, 1953, extends the time for making a report to Congress by the Committee on Retirement Policy for Federal Personnel to June 30, 1954. This law concerns the Kaplan Committee. Mr. Kaplan talked at our June luncheon.

## Civil Service Coverage To Be Increased

There will be a greater proportion of Federal employees under civil-service coverage a year from now than there was when the Eisenhower Administration took office, in the opinion of Civil Service Commissioner George M. Moore.

"Eighty-six percent of total Federal employment was under the competitive career system on January 20, and 86 percent is under the competitive career service July 23," Mr. Moore told the American Federation of Government Employees in Washington.

"When the record of achievements in the civil-service field is written a year from now, the 86 percent of total Federal employment in the competitive service will not only be maintained but increased."

OPEDA, as a result of the work of our Economic Committee, Mr. Sherman, Chairman, has been invited to submit its views on retirement policies or any phases of retirement of interest to our organization. We have promised two memorandums, one on the Federal-State employee retirement problem by September 10 and another on general retirement policies, such as; integration of the Civil Service and Social Security systems, the financing of retirement (trust fund versus pay-as-you-go), retirement age, years of service for eligibility, etc. It would be of help to the Committee if members who have given the subject of retirement considerable study to communicate their views. It should be remembered that the report of the Kaplan Committee may shape for sometime to come the policies which Congress may adopt on this subject. OPEDA wishes to bring to bear the very best thought of all its members on this very important subject.

#### Leave

Public Law 102, approved July 2, 1953, exempts from the Annual and Sick Leave Act of 1951, employees in the executive branch of the Government whose basic rate of compensation exceeds GS-18. Such employees may be given leave in the discretion of the President, but any accumulations can not serve as the basis for a lump-sum payment. Permits a maximum allowable accumulation of annual leave for officers and employees stationed in the United States of 30 days; and for employees stationed outside the United States 45 days. Begins the annual leave year with the first full pay period in January. Provides for orderly diminution of currently carried accruals of leave in excess of 30 days. Provides that after August 31, 1953, the lump-sum payment for unused annual leave paid an officer on his separation, or, on his election, upon entrance into the Armed Forces or the Merchant Marine, shall not be in excess of 30 days or the number of days credited to him at the beginning of that leave year, whichever is greater. Provides for repayment procedures upon reemploy-

(Continued on page 4)

# 25th Anniversary of OPEDA

Next year will mark a quarter century since the organization of OPEDA. It has been suggested that such an occasion should be recognized in some appropriate way. The Committee on Publicity has been asked by President Henderson to give the subject consideration and make appropriate recommendations. If you have some ideas, the Committee will be glad to have them.

A quick look in the OPEDA archives discloses that such an organization had been contemplated for several years before a meeting on February 18, 1929, undertook the job in earnest. The first Executive Committee designated was as follows:

**President:** A. F. Woods, Director of Scientific Work.

**Vice-President:** C. C. Clark, Weather Bureau.

**Secretary-Treasurer:** F. G. Ashbrook, Bureau of Biological Survey.

## Other Members of Committee:

M. S. Eisenhower, Director of Information.

Roy Headley, Forest Service.

H. G. Knight, Bureau of Chemistry and Soils.

Ruth O'Brien, Bureau of Home Economics.

E. W. Sheets, Bureau of Animal Industry.

W. W. Stockberger, Director of Personnel and Business Administration.

## The Legislative Situation —(Continued from page 3)

ment of such employee by the same or another agency. Provides likewise that after August 31, 1953, no lump-sum payment to survivors shall be in excess of 30 days or the number of days carried over to the employee's credit at the beginning of the leave year. Provides that heads of departments shall enable employees with leave credits in excess of 30 or 45 days respectively to reduce them over a period of years. Repeals inconsistent provisions of law. Effective the first pay period after date of enactment.

For application of the new leave law in the Department of Agriculture, see special item in this issue, which has been prepared by Mr. Hooks, Chairman of the Publicity Committee.

## Commissions

Public Law 108, approved July 10, 1953, establishes a Commission on Organization of the Executive Branch of the Government. This Commission is patterned after the 1947 Hoover Commission but considerably more power and authority has been granted to it. It will have more authority to study and make recommendations in the field of policy, whether a program should be continued or not, and the elimination of nonessential services and functions which are competitive with private enterprise. The last named might well prove to be the field in which there will be the greatest impact of the Commission on management and personnel generally. Members might well prepare to meet this problem (the solution of which has had the study and support of both major parties for years) understandingly by obtaining from the House Subcommittee on Intergovernmental Relations a copy of the hearings on H. R. 992, which were recently held on the subject, and House Report No. 505.

Public Law 109, approved July 10, 1953, establishes a Commission on Intergovernmental Relations. This Commission is charged with responsibilities for making a study of all matters affecting Federal-State relations with

particular emphasis on investigating and making recommendations to Congress relative to (1) present activities in which Federal aid is extended to States and local Governments; (2) whether there is justification for such Federal aid in the various fields in which it is extended; (3) whether it should be cut off, limited, or increased; (4) whether such aid should be extended in other fields not now covered; and (5) the ability of the Federal Government and the States to finance such activities. The latter will involve the whole intricate subject of duplicate and overlapping taxes.

The establishment of this Commission was originally recommended by the 1947 Hoover Commission. The major political parties have participated in its consideration and supported the need for such investigation and recommendations. The legislation is considered by many as one of the most important items of legislation in the 83d Congress. The philosophy back of its purposes may be better understood by obtaining from the House Subcommittee on Intergovernmental Relations a copy of the hearings on H. R. 4406, which were recently held on the subject, and House Report No. 504.

## Salaries

Public Law 220, approved August 7, 1953, establishes a Commission on Judicial and Congressional salaries. The purpose is to determine and make recommendations relative to increases for Judicial and Congressional salaries. The results of the Commission's work will no doubt have considerable bearing on what may later be done with respect to salaries of Federal personnel generally.

## Payment of Postage

Public Law 286, approved August 15, 1953, provides for the payment of postage by Federal agencies generally to the Post Office Department on mail matter transmitted by such agencies through the Post Office, the amount to be determined pursuant to regula-

## Glad to Have Him Back

As noted in the June issue of the newsletter, our Executive Officer, Les Mahurin, has been on leave since April working with the staff of the House Subcommittee on Intergovernmental Relations. He is now back with us and reports some very interesting experiences and contacts which may prove to be quite useful in his work with OPEDA.

One of the more important phases of the subcommittee's work which Les took part in was the hearings on and enactment of two bills: one, to establish a Commission on Reorganization of the Executive Branch of the Government; the other, to establish a Commission on Intergovernmental Relations. In connection with these two bills he had the unexpected and exciting experience of sitting on the House floor for the purpose of assisting the subcommittee chairman handling the bills, while it was in session debating and passing these two pieces of legislation.

Then there were hearings held by the subcommittee on several other matters—elimination of unnecessary reports to Congress, the donation of surplus property to health and educational institutions, and investigations into commercial and industrial type activities in the Federal Government. The latter hearings were extensive and created widespread interest in the press and among business men and citizens generally. As one of the major objectives of the newly created Commission on Reorganization of the Executive Branch of the Government is to eliminate "nonessential services, functions, and activities which are competitive with private enterprise," the investigations of the Subcommittee have and will take on much significance in the Commission's study of the subject.

Les has expressed sincere appreciation for the opportunity he has had to live in the Congressional atmosphere for awhile, but says it is good to get back to his familiar haunts with OPEDA.

tions prescribed by the Postmaster General.

## Proposed Legislation

I had hoped to cite in some detail some of the most significant of proposed legislation that may receive favorable action in the 2d session of the 83d Congress, but space does not permit. Suffice it to say that there seems at this time to be some chance for action on pay raises, retirement adjustments which, on an over-all basis, may be economically advantageous, unemployment insurance and severance pay, tax exemption for annuitants, hospital care, and last but not least OPEDA's own particular problem, Federal - State cooperative employment retirement rights. Maybe we can tell you more about such prospects in the December issue.

**KAPLAN**—(Continued from p. 2)  
CIVIL SERVICE RETIREMENT PLANS. IF OUR COMMITTEE CAN FIND A WAY TO ACCOMPLISH THAT RESULT AT NO ADDED COST IT WILL BE A MONUMENT TO OUR WORK. I DON'T KNOW IF WE CAN DO IT. So many pension systems are involved today that I fear we may end up as a disillusioned congressional committee, or a committee disliked by public employees, but we do hope that will not be the pay for our efforts. I have been very lucky in life so far and I hope that Divine Providence does not let me down this time.

"Of course, I need not remind you that the retirement plan for those in the military service is not geared to the Civil Service retirement plan. Coordinating the two plans would present insuperable obstacles. That is an apprehension they need not indulge in; we are aware of the difficulties presented by the military retirement system.

"What we are seeking is to develop a plan for all these retirement systems which will have as its basic concept equitable treatment; that is the aim of our committee. What we will recommend to Congress ultimately we do not know as right now we are in the midst of gathering the facts before we submit our recommendations."

### Time For Report

Here Mr. Kaplan told the group that there had been some rumors to the effect that Congress had extended the time in which the committee might make their report from December 31, 1953, to June 30, 1954, in order to avoid acting on pension legislation at this session. He assured us that the request for the extension originated entirely in the committee, that Congress was reluctant to extend the committee's time to report its findings. He said also that he had given the Congress his word that he hopes to have some recommendations in their hands by April 30, 1954, and that A PRELIMINARY REPORT WILL UNDOUBTEDLY BE SUBMITTED TO THE CONGRESS BY DECEMBER 31, 1953, TO ENABLE THE CONGRESS TO CONSIDER ANY LEGISLATION ON RETIREMENT NEEDFUL AT THE NEXT SESSION.

### Publicizing Accomplishments

MR. KAPLAN SAID HE WISHED HIS COMMITTEE COULD COME UP WITH A FINAL PROGRAM WHICH WOULD RECOGNIZE THE FULL VALUE OF THOSE MAKING THEIR SACRIFICES IN THE PUBLIC SERVICE, ADDING THAT THE PUBLIC HAS LITTLE APPRECIATION FOR THE MEN AND WOMEN WHO WORK FOR THE GOVERNMENT, AS THEY HEAR OF THE EVILS THAT OCCASIONALLY ARE REVEALED IN THE PUB-

LIC SERVICE, AND DRAMATIZED, BUT THAT LITTLE EFFORT IS MADE TO ADVISE THE PUBLIC OF THE ACCOMPLISHMENTS ATTAINED BY OUR PUBLIC SERVANTS.

MR. KAPLAN CONCLUDED HIS REMARKS BY SAYING THAT "IF WE DEVELOP A PLAN WHEREBY THE REAL VALUE OF SERVICE RENDERED BY THOSE IN THE PUBLIC SERVICE CAN BE RECOGNIZED; IF WE CAN COME UP WITH AN EQUITABLE PLAN THAT IS WITHIN THE ABILITY OF THE TAXPAYERS TO PAY; AND IF WE CAN RECONCILE AND COORDINATE THE VARIOUS RETIREMENT PLANS ON A SOUND PREMISE, THEN I WILL SAY THAT THE WORK OF OUR COMMITTEE WILL HAVE BEEN A GOOD INVESTMENT FOR THE FEDERAL GOVERNMENT AND FOR OUR TAXPAYERS."

Mr. Sherman thanked Mr. Kaplan for his "excellent explanation of the activities of the committee," adding that OPEDA would have an opportunity within the next few months to file their opinions on retirement and that this was to be done through our Executive Officer.

### Federal-State Employees

Someone asked, "When you referred to the problem of coordinating various Government Civil Service systems I wondered if the committee is also likely to look into the possible coordination of Federal and state retirement systems with a view to reducing the feeling of any individuals with 15 years' service that they are frozen and can not conveniently accept employment, Federal or state as the case may be." Mr. Kaplan replied that he believed the committee would examine some phases of that problem, although the Congress had not specifically assigned it to them; also that he was aware of the difficulties that arise in attracting people from State Governments to the Federal Service—and vice versa—on account of retirement benefits, adding that he was a little doubtful of just to what extent his committee might go. He said also that in his preliminary attempts to discuss this phase of the problem with state pension administrators he encountered sympathetic response but little practical results. This was largely due to widely varying retirement policies and benefits, and the fact that contribution rates differ drastically.

MR. KAPLAN WENT ON TO SAY THAT HE IS "AWARE OF THEILLS YOUR ORGANIZATION IS ADVOCATING AND BELIEVES THE COMMITTEE WILL GIVE CONSIDERATION TO WHAT YOU ARE ADVOCATING. I BELIEVE ALSO THAT IF WE COULD FIND THE KEY TO SOLVING THE PROB-

LEM OF HOW TO PROVIDE SOCIAL SECURITY FOR ALL IN PUBLIC SERVICE WITHOUT IMPAIRING PENSION BENEFITS OR INCREASING COSTS, IT WOULD LAY THE FOUNDATION FOR TRANSFER FROM ONE SYSTEM TO ANOTHER. I WOULD NOT BANK TOO HEAVILY ON THAT. IT IS A LONG RANGE PROGRAM.

### Funding Plans

"I might add that one of our urgent tasks is to determine to what extent the Federal pension systems should be funded, if at all. Congress has been struggling for a hundred years in its effort to solve some of these problems—and now we must get the answers based on facts!"

### Retirement Age

Someone asked if in the process of coordinating the two (Social Security and pensions) what was the likelihood of reducing the compulsory retirement age from 70 to 65. Mr. Kaplan replied that he believed there was little likelihood of it as the trend is to extend the age limit rather than reduce it, emphasizing that he believed any suggestion of reducing the retirement age downward is "out of the cards." He added that he predicts, as a result of his study of private pension plans, that the mandatory retirement age in private industry will be increased from 65 to 70 within the next ten years—that it will not be reduced.

One of those present said that when a Government employee with a number of years under Civil Service accepts private employment and goes under Social Security he might collect from both sources, but that if a "floor" is provided by Social Security pensions would be adversely affected. Social Security is no substitute for pensions.

TO THE QUESTION, "IS THERE ANY POSSIBILITY OF COMPULSORY RETIREMENT OF PEOPLE WHO HAVE PASSED THEIR USEFULNESS AT AN EARLIER AGE?" MR. KAPLAN REPLIED, "THAT ABOUT FLOORS ME! HERE ARE PUBLIC EMPLOYEES ALL ADVOCATING LOWER AGES OF RETIREMENT WITH THE SAME BENEFITS AS AT AGE 60. (I CAN UNDERSTAND THAT AFTER 25 YEARS OF PUBLIC SERVICE A PERSON FEELS HE HAS LIVED A LIFETIME.) ON THE OTHER HAND, AT AGE 70 MANY DO NOT WANT TO GET OUT AND NO ONE LIKES TO HAVE TO DECIDE ON WHO GOES AND WHO STAYS. I DOUBT IF YOU WILL GET FAR IN REDUCING THE VOLUNTARY RETIREMENT AGE."

Mr. Henderson expressed to the Economic Committee our appreciation for arranging this excellent program.

## Amendment of Opeda Constitution Proposed

The special committee, Dr. B. A. Porter, Chairman, designated to make recommendations relative to several proposed amendments to the OPEDA constitution, has made its report to the Executive Committee. The recommendations will be presented to the October Council meeting for consideration.

A proposal for the election of Council members for a period of two years was rejected by the special committee.

It recommended the election of the officers and members of the Executive Committee for a period of two years beginning with the May meeting of the Council. Present members and officers of the Executive Committee would be requested to continue in office until that time.

If any member has in mind to suggest amendment of the Constitution, now is a good time to submit it before a new supply of the Constitution is printed.

**LEAVE**—(Continued from p. 1)

4. A schedule for achieving progressive annual reductions.

5. Recognition of cases where more leave is taken by an employee than required by the schedule so as to provide him with credit therefor in succeeding years.

6. Sufficient flexibility to recognize exceptions for individual employees in cases of personal hardship and work load requirements.

7. Reduction of excess leave through means which will not cause additional overtime work or replacement costs, or unduly impair the performance of agency functions.

8. Reduction of excess leave should in no event interfere with the general goal of reducing employment in the Department to the minimum necessary to carry out agency programs.

9. Liberal policy in approving requests for extended vacations which will use up excess accumulated leave and in granting leave, generally, so that no employee shall suffer loss of leave.

10. Participation in the development of the plan by a representative group of employees of the agency.

### BOX SCORE New Memberships

Unit	10-1-52 to 6-15-53	6-15-53 to 8-31-53	Total
BAE	4	1	5
AIC	2		2
ARA	1		1
BAI	5		5
BDI	1		1
CEA	3	2	5
EPQ	7		7
EXT	16		16
FCA	0		0
FHA	42	3	45
F&D	0		0
FAR	3		3
FS	5	1	6
HNHE	2		2
INF	3		3
LIB	0		0
OES	1		1
PISAE	5		5
PMA	81		81
ACP	5		5
REA	3		3
SEC	3		3
SCS	36		36
	228	7	235

## MEMBERSHIP NOTES

1. "Nothing succeeds like success." The Box Score in this issue shows we have obtained 235 new members since October 1, 1952, as compared with 156 in the previous entire year.

2. Applicants for membership should pay only \$1 if application is made prior to October 1; this covers you until January 1, 1954.

3. Remember, retirees may continue their membership in OPEDA. We are glad to have you.

4. The application for membership

has been changed slightly in size and format to fit in with changes adopted for maintaining membership records.

5. Dues notices have also been changed and become a part of the permanent record. The principal change is that the member is requested to fill in his classification grade and Bureau so that such records may be kept up to date.

6. The membership of OPEDA, as of October 1, determines the number of Council members for each unit.

Just a few days left to insure no reduction in number of Councilors for your unit.

7. Why not constitute yourself a committee of one to use the application blank printed below in this issue to obtain at least one new OPEDA member? Even with the increase in new members so far obtained, it looks like the toll of retirements and reductions in force may result in a decrease in OPEDA membership unless YOU do your stuff in the next few days.

CUT ON THIS LINE AND MAIL

Organization of Professional Employees  
of the U. S. Department of Agriculture  
P. O. Box 381 — Washington 4, D. C.

Date \_\_\_\_\_, 195\_\_\_\_

Application hereby is made for membership in the Organization of Professional Employees of the United States Department of Agriculture, the annual dues of which are \$2.00 per year and for which there is no initiation or membership fee.

Name (First name in full: Mr., Mrs., Miss, Dr.)

Address \_\_\_\_\_

Bureau \_\_\_\_\_ Div. or Branch \_\_\_\_\_

Title \_\_\_\_\_ Classification: GS-\_\_\_\_\_

Enclosed is check ( ), currency ( ), money order ( ) for \$2.00 for 195\_\_\_\_ dues.  
(Checks or money orders may be made payable to Org. Prof. Employees USDA, or simply to O.P.E.D.A.)

(Signature of Applicant)

OPEDA  
P. O. Box 381  
Washington 4, D. C.  


Sec. 34.65(e), P.L.&R.